



July 12, 2017

Department of Workforce Development
Dislocated Worker Unit
P.O. Box 7972
Madison, WI 53707



Re: Voluntary Notice under the Federal and Wisconsin Worker Adjustment and Retraining Notification Acts

Dear Department of Workforce Development:

This notice is being provided consistent with the spirit of the law that encourages employers to provide notice to employees of a plant closure. As explained in our letter dated March 25, 2017, Orora Visual, LLC (formerly Orora Clifton, LLC) ("Orora") has acquired The Garvey Group, LLC. As a result, Orora is closing the following facilities:

- 1) 9980 South Oakwood Park Drive, Franklin, Wisconsin.
- 2) 7900 Durand Avenue, Sturtevant, Wisconsin [already closed]
- 3) 4601 South Fifth Street, Milwaukee, Wisconsin

The original intent was to close the facilities by approximately June 1, 2017. Our hope at that time was that we would be able to offer all employees at these locations full-time employment at our Niles, Illinois location.

Fortunately, we have been able to keep the Milwaukee and Franklin locations open longer than we originally anticipated. Unfortunately, due to the loss of a major customer and for other business reasons, we are no longer able to offer all employees a transfer to Niles.

We now anticipate that the Franklin and Milwaukee facilities will cease operations on July 31, 2017. However, some employees may be required to work beyond that date at those facilities in order to assist with transition matters. The cessation of operations at the Franklin and Milwaukee facilities is expected to be permanent. Some employees will be offered transfer to Niles. Employees who are not offered transfer to Niles or who are offered such transfer and do not accept it, will be placed on a paid leave of absence from their last day of active work at the Franklin or Milwaukee facilities and will not be required to report for work between that date and September 12, 2017, 60 days from the date of this letter. During that period, they will be paid their regular wages and continue to receive and accrue benefits they currently receive. If they have not obtained another job by September 12, 2017, their employment with Orora will be terminated on September 12, 2017. If they have not found another job by that date, they will be eligible to apply for unemployment benefits. If any employee who is offered and accepts continued employment at Niles is unable to start work at Niles without a hiatus between the employee's last day of active work at Franklin or Milwaukee and the employee's start date at Niles, the employee will be placed on a paid leave of absence and will not be required to report for work

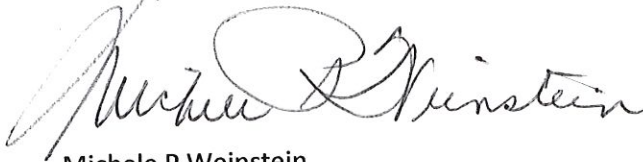
between those dates. During that period, the employee will be paid the employee's regular wages and continue to receive and accrue benefits the employee currently receives.

Bumping rights do not exist. Affected employees are not represented by a Union.

Attached is a list of job titles and number of affected within each job title.

For further information, contact Michele Weinstein, HR Director, michele.weinstein@thegarveygroup.com, 7400 N. Lehigh Avenue, Niles, IL 60714 or by phone 847-600-7832 or contact Pam Esparza, HR Representative, Orora - pesparza@integracolor.com, 3210 Innovative Way, Mesquite, TX 75149, or by phone 972-222-4776.

Sincerely,

A handwritten signature in black ink, appearing to read "Michele Weinstein". The signature is fluid and cursive, with a large loop at the end of the last name.

Michele P Weinstein
Human Resource Director/Midwest

Job Title	Location	Number of employees
2nd Shift Supervisor	Franklin, WI	1
Account Executive	Franklin, WI	6
Accounting Clerk	Franklin, WI	1
Accounting/Receptionist	Franklin, WI	1
Controller	Franklin, WI	1
Digital Pressman	Franklin, WI	1
Digital Print	Franklin, WI	4
Director of Customer Support	Franklin, WI	1
Estimator	Franklin, WI	4
Factory Supervisor	Franklin, WI	2
General Worker	Franklin, WI	1
GM Retail Sales	Franklin, WI	1
Kitting	Franklin, WI	1
Maintenance	Franklin, WI	1
Prepress/Mac Operator	Franklin, WI	3
Sales Support	Franklin, WI	6
Screen Maker	Franklin, WI	1
Screen Pressman	Franklin, WI	1
Screen Print	Franklin, WI	1
Shipping/Receiving	Franklin, WI	1
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Job Title	Location	
Bindery	Milwaukee	1
IT	Milwaukee	2
Kitting	Milwaukee	7
Kitting/Logistic Manager	Milwaukee	1
Sales Support	Milwaukee	2
Shipping/Receiving	Milwaukee	1
Supervisor Kitting	Milwaukee	1
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